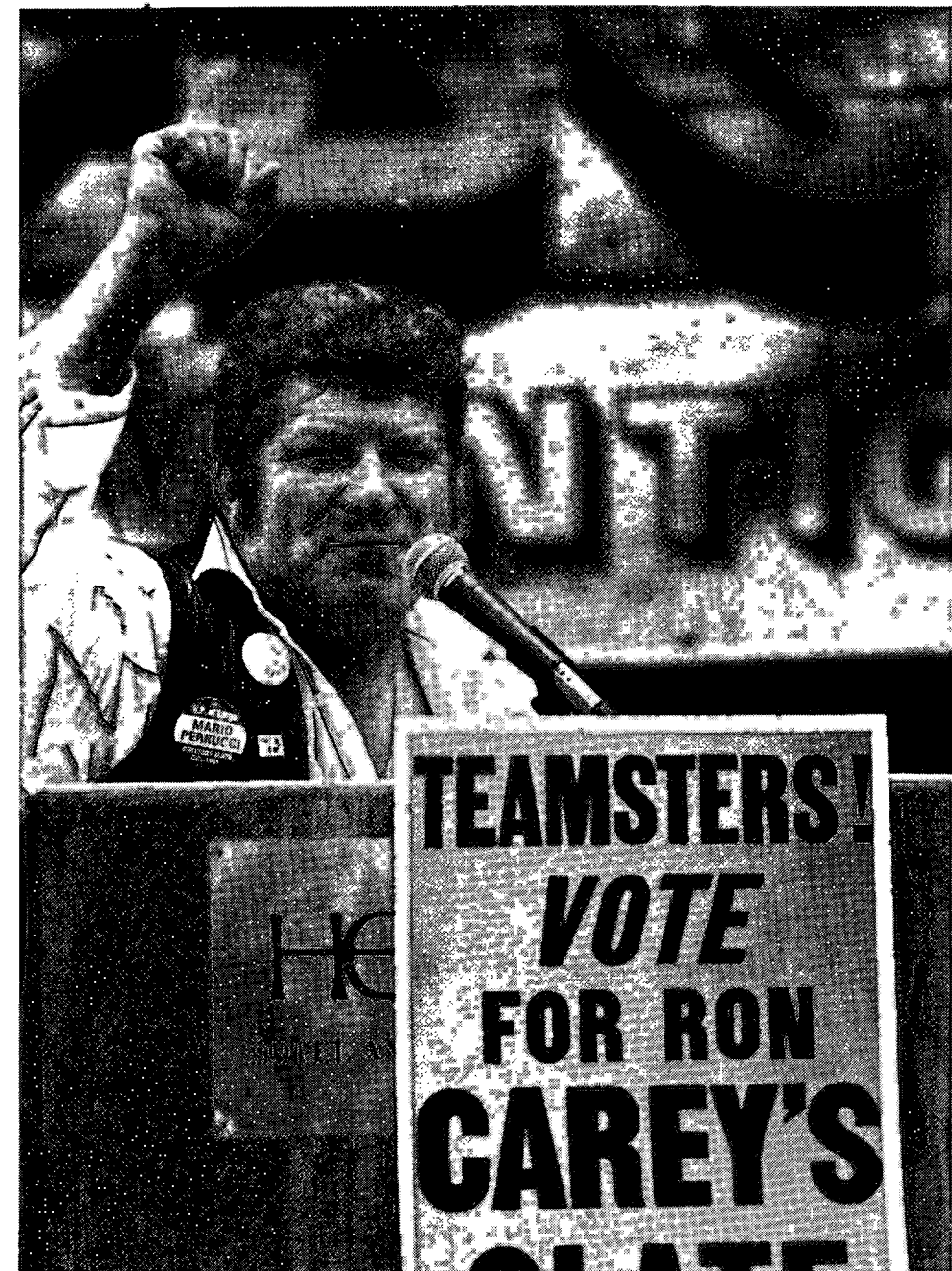


THE NEXT STEPS...



**POWER ON THE JOB
POWER IN THE UNION**

OCTOBER 23-25, 1992 • ST. LOUIS

Welcome to the 17th Annual Rank & File Convention

Celebrating our Greatest Victory

Welcome to St Louis, home of the Gateway Chapter of TDU. This is our 17th annual TDU Rank and File Convention, and it is also our first Rank and File Convention of the New Teamsters Union.

Since our last convention we have won our greatest victory with the election of the entire Ron Carey team. This convention is in part a celebration of that victory, the fruit of years of commitment and effort by dedicated Teamsters. Rank and file Teamsters have authored a new chapter in labor history.

We meet at an exciting time for TDU and for all Teamsters. Take time to celebrate with old friends and new—you've earned it. And take full advantage of our short three days together.

We will be hearing from new leaders and learning from them and from each other. We'll be educating ourselves in workshops. We'll be making plans for contract battles and other struggles for the coming year. We'll be electing a steering committee to guide us in the coming year.

And we'll be building our solidarity and our unity. Our confidence has never been higher.

We meet at a challenging time for our movement. We have new strength, but we face immense tasks. The corporations' attack on unions and working people continues, often with the active aid of the government. Increasingly we face adversaries that operate on a global scale.

Our organizing is to build a renewed and strong Teamsters union and labor movement. That renewal starts in our shops, in our locals, and within ourselves and our fellow Teamsters. TDU will be a crucial force in that renewal. There is a lot more history to be made by rank and file Teamsters!

Convention Information

Convention Committee

Pete Camarata
Dan Campbell
Diana Kilmury
Ken Paff
J. C. Thomas

Convention Administrative Committee

Alan Jacobson
Marilyn Penttinen

TDU Convention Office

The TDU office is located in the Ascot room, on the second floor. From any hotel phone ask to be connected to the Ascot. From outside the hotel, call (314) 731-3040 and ask for the Ascot room or the TDU office.

Voting for International Steering Committee

Voting for ISC will take place Saturday 5:30-7 p.m. and 10-11 p.m. In order to vote you must be a paid-up member of TDU. Those eligible to vote will have received a yellow voting card at registration; those joining or renewing their

membership at the convention will receive a voting card at that time. *You must show this card when you vote for ISC.* Voting in business sessions may be conducted by a show of cards. We suggest that you keep your voting card with you throughout the convention.

Convention Name Tags

The convention committee asks that you wear your name tag throughout the convention.

TDU Literature Table

TDU literature and clothing are available at the literature table Saturday and Sunday, outside the Grand Ballroom.

Smoking

There will be a designated smoking area in all general sessions. The convention committee asks that you not smoke during workshops.

Hotel Information

The hotel restaurant opens for breakfast at 6:30 a.m. Breakfast buffet is \$5.95.

Hotel check-out time is 11 a.m. The hotel will hold your luggage for you until the end of the convention. Bring your luggage to the main lobby when checking out.

Convention Raffle

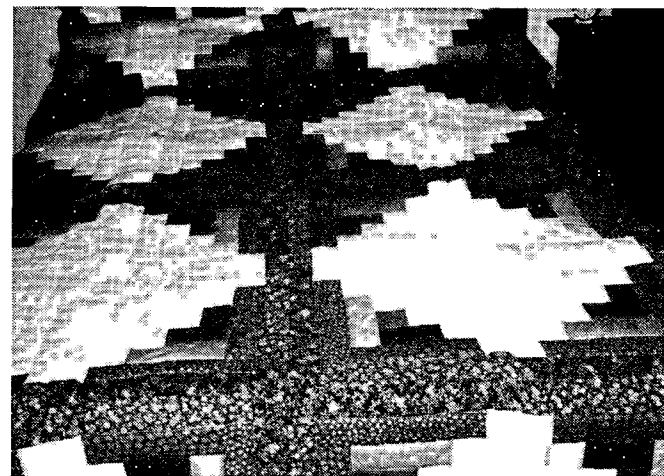
This year's convention raffle offers prizes donated by Teresa Davis of Memphis TDU and by Victor Reuther—winners will select the prize of their choice.

Teresa has hand-made a log cabin quilt (queen size) and a Navajo-design afghan.

Victor Reuther has donated a hand-made, autographed cheeseboard.

All prizes will be on display by the literature table throughout the convention. Tickets will also be available there.

A special thanks to Teresa and Victor.



Acknowledgements

The strength of our movement is shown in many ways. One of those ways is in the excellent labor educators, attorneys and consultants who have become friends of TDU and supporters of our cause. Those able to attend the convention are only a minority of the many who help local chapters and individual TDU members with legal assistance. They all donate their time and experience to TDU because they share our commitment to a strong, democratic labor movement. Here, we recognize those who have been able to help with this year's convention.

ATTORNEYS

Dan Clifton
New York

Barbara Harvey
Detroit

Mark Stern
Boston

Bob Elias
Wilkes-Barre, Pa.

Susan Jennik
Brooklyn, N.Y.

Ann Thompson
Detroit

Arthur Fox
Washington, D.C.

Karen Anita Keys
Washington, D.C.

LABOR EDUCATORS AND GUESTS

Michael Friedman
Detroit

Paul Alan Levy
Washington, D.C.

Steve Early
Boston
Frank Thompson
Detroit

Tom Geoghegan
Chicago

Sandra M. Moore
St. Louis

Mike Parker
Detroit
Jerry Tucker
St. Louis

Michael Goldberg
Harrisburg, Pa.

Louie Nikolaidis
New York City

Sandy Pope
New York City
Ben Watanabe
Tokyo

Jerome Goldman
Los Angeles

Robin Potter
Chicago

David Pratt
Detroit
Dr. Daniel Wedding
St. Louis

Bob Handelman
Columbus, Ohio

Bob Schwartz
Boston

Jane Slaughter
Detroit
Brandon Weber
Detroit

The Goals of Our Convention

There are several purposes to our convention:

- To bring together our most active members from our chapters to generalize our experiences of the past year through participation in the workshops, plenary sessions and informal discussion at the convention.
- To determine our priorities for the coming year.
- To plan campaigns to protect and improve our contracts.
- To handle the business of our organization, including election of a new steering committee, voting on constitutional amendments and setting our dues.
- To learn from and be inspired by our movement, so we may go back to our chapters to educate and inspire others in the struggle to

reform our union.

To accomplish our goals at the convention, there are several parts, all of them important:

- Three workshop sessions
- Three plenary sessions
- Jurisdictional meetings
- Social events and special meetings

The convention has been planned for months, guided by your feedback from our last convention, by the International Steering Committee and the staff. Our goal in planning is to maximize democratic participation by a large number of members. This means allowing enough time for debate on issues, and time for learning and sharing experiences in the workshops. No part should be cut short, to make for the most effective convention possible.

—The International Steering Committee

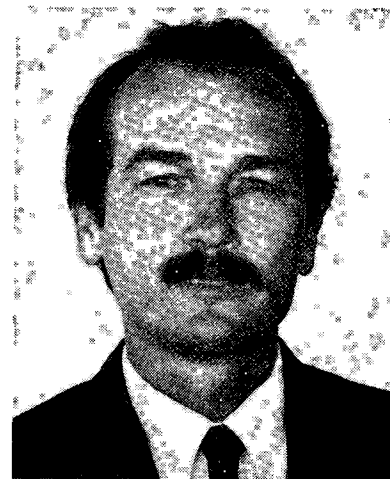
Saturday Banquet Speakers

Mario Perrucci, International Vice President at Large and director of the International Parcel and Small Package Trade Division, will address the convention Saturday evening after the banquet. Brother Perrucci became a Teamster in 1966 when he started working at United Parcel Service. He served as shop steward for 10 years before winning principal office of Local 177, in Hillside, N.J., in 1977. He ran successfully for International vice president on the Ron Carey Slate, which swept last year's historic Teamster election.



Brother Perrucci, along with IBT President Ron Carey, will lead the union bargaining committee in upcoming negotiations with UPS, the largest Teamster employer. The UPS contract expires in July 1993. In addition to his speech Saturday night, Perrucci will meet Sunday morning with UPS Teamsters to discuss contract issues.

Also speaking Saturday evening will be **Dennis Rivera**, president of the more than 100,000-member union, 1199, the Drug, Hospital & Health Care Employees Union (the largest health care local in the United States). Rivera, 42, began



his career as a union organizer in his native Puerto Rico. He moved to New York in 1977. Despite having been fired and reassigned several times for challenging the power of old guard incumbents, he eventually won the 1199 presidency in April 1989.

Rivera still makes under \$50,000 a year and links his own raises to whatever percentages he negotiates for the rank and file. During the New York *Daily News* strike of 1990-91, Rivera's union donated \$55,000 to the newspaper unions.

Convention Videos

Friday, Oct. 23
5:30 p.m. to 6:30 p.m., Lower Terrace

On The Move

Video documenting Local 1199's 1989 contract victory for 50,000 health care workers in New York City. This video details how a labor union of largely African-Americans and Latina women developed a winning strategy by organizing massive city-wide demonstrations. (22 min.)

\$4 a Day? No Way!

Shows how "free trade" hurts union workers in the United States, Mexico and Canada and what they are doing to fight back. (19 min.)

Saturday, Oct. 24
5:30 p.m. to 7 p.m., Upper Terrace

Dirty Business

Focuses on the shift of more than a thousand Teamster jobs from a Green Giant plant in Watsonville, Calif., to a non-union plant in Mexico. (15 min.)

America—What Went Wrong?

PBS-produced documentary detailing the economic changes of the 1980s and their impact on working people. (55 min.)

Friday Schedule

REGISTRATION 11 a.m.-5 p.m. *Outside Grand Ballroom*

HOSPITALITY 11 a.m.-5 p.m. *Lobby*

WORKSHOPS 1 p.m.-3 p.m.

This workshop will be conducted in two rooms to allow for smaller groups and more participation.

TDU IN THE NEW TEAMSTERS UNION *Savoy and Bedford*

We've won some incredible victories that will make labor history. Now that we've met some major goals, the situation in the IBT is vastly changed. What is TDU's mission now, and what strategy will take the best advantage of the new situation?

COFFEE BREAK 3 p.m.-3:30 p.m. *Lobby*

WORKSHOPS 3:30 p.m.-5:30 p.m.

JOBS WITH JUSTICE SLIDE SHOW: THE ECONOMIC AND POLITICAL WORLD WE LIVE IN *Wiltshire*

Over the past two decades, the wealthy and corporations have grown richer and working people have not. Come learn and discuss why, and what can be done.

COOPERATIVE MANAGEMENT SCHEMES:

UNDERSTANDING AND RESPONDING TO NEW MANAGEMENT TACTICS *Royal Ballroom (second floor)*

What's behind management's program to get you on their "team," and the true goals of work teams, quality committees, KORE groups, etc. Experts will help analyze specific programs at UPS, freight companies, in the beverage and grocery industries and other jurisdictions, with a focus on how Teamsters can effectively deal with these schemes.

RECEPTION FOR SPOUSES 5:30 p.m.-6 p.m. *Windsor (first floor)*

VIDEOS 5:30 p.m.-6:30 p.m. *Lower Terrace*
See listings page 4.

CASH BAR 5:30 p.m.-6:30 p.m. *Upper Terrace*

DINNER 6:30 p.m. - 7:30 p.m. *Hastings/Bedford/Regency/Savoy*

DINNER PROGRAM 7:30 p.m.-8:30 p.m. *Hastings/Bedford/Regency/Savoy*

Chair: Diana Kilmury, International Vice President, Vancouver, B.C.

Organizer's Report: Ken Paff, TDU national organizer

Speaker: Steve MacDonald, Local 490, Vacaville, Calif.

RECEPTION AND CASH BAR 8:30 p.m.-Midnight *Hastings/Bedford/Regency/Savoy*

Saturday Schedule

COFFEE 7 a.m.-9:30 a.m. Lobby

REGISTRATION 8 a.m.-10 a.m. Outside Grand Ballroom

WESTERN REGIONAL CAUCUS 8 a.m.-9 a.m. Chaucer

GENERAL SESSION: A Vision for Our Future 9:30 a.m.-Noon Wiltshire

Chair: Pete Camarata, Local 299, Detroit

Overview of Convention: John Braxton, Local 623, Philadelphia

Welcome: Dave Dethrow, Local 688, St. Louis

Speakers: Norma Columbus, Local 886, Oklahoma City

Len Bazzini, Local 125, Newark, N.J.

Earl China, Local 886, Oklahoma City

Bob Hasegawa, Local 174, Seattle

LUNCH Noon-1 p.m. Upper Terrace

WORKSHOPS 1 p.m.-3 p.m.

Your Legal Rights on the Job and in the Union Chaucer

Getting the Most from the Grievance Procedure Canterbury

Building TDU in Your Area Tudor

Preparing for Union Office—Union Finances and Administration Sussex

Contract Campaigns Dover

Your Legal Protections Against Discrimination Crown

IBT Power Structure Oxford

National Health Care Reform York

Computers for the Rank and File Windsor (first floor)

COFFEE BREAK 3 p.m.-3:30 p.m. Lobby

GENERAL SESSION: Building Our Organization 3:30 p.m.-5:30 p.m. Wiltshire

Chair: Dan Campbell, Local 486, Saginaw, Mich.

Nominations for ISC

Financial Report: Ken Paff, TDU national organizer

Proposal on TDU Dues: Gordy Teller, Local 741, Seattle

Building Our Movement:

Speakers: Mike Ruscigno, Local 138, New York

J.C. Thomas, Local 667, Memphis

Rick Smith, Local 728, Atlanta

SPECIAL EVENTS AND COCKTAIL HOUR 5:30 p.m.-7 p.m.

Women and People of Color Committee Chaucer

Retirees Meeting Canterbury

UPS Windsor (first floor)

Yellow Freight Crown

CF Tudor

Kroger St. George

Inside the Japanese Labor Movement Oxford

Videos (see page 4 for listings) Upper Terrace

Cash Bar Upper Terrace

VOTING FOR INTERNATIONAL STEERING COMMITTEE 5:30 p.m.-7:30 p.m. Lower Terrace

BANQUET 7:30 p.m.-9 p.m. Grand Ballroom

Introduction: Mike Brannan, Local 344, Milwaukee

Speakers: Dennis Rivera, President Local 1199, Drug, Hospital and Health Care Employees Union, New York

Mario Perrucci, International Vice President

RECEPTION AND CASH BAR 9 p.m.-1 a.m. Grand Ballroom

VOTING FOR INTERNATIONAL STEERING COMMITTEE 10 p.m.-11 p.m. Outside Grand Ballroom

Sunday Schedule

COFFEE 8 a.m.-9 a.m. Lobby

JURISDICTIONAL MEETINGS 9 a.m.-11 a.m.

Carhaul Canterbury

Freight Bedford/Regency (first floor)

UPS Windsor (first floor)

Grocery Oxford

Local contracts Kent

Construction St. George

Beverage Dorsett

Spouse Meeting Tudor

BRUNCH 11 a.m.-Noon Upper Terrace

WORKSHOPS Noon-2 p.m.

Legal Rights of Union Stewards Crown

Reforming Your Local Bylaws Canterbury

Building a Successful Local Union Leadership Bedford/Regency (first floor)

Organizing Against Discrimination in the Workplace Dover

Running for Local Union Office King James

Pension Rights and Reform Chaucer

Drug Testing Tudor

Competitive Economics and Free Trade Agreements Oxford

CLOSING SESSION 2 p.m.-3 p.m. Wiltshire

Chair: J.C. Thomas, Local 667, Memphis

Introduction of ISC and Election of Officers

Speaker: Bill Slater, Local 315 retiree, Lakeport, Calif.



SATURDAY WORKSHOPS

YOUR LEGAL RIGHTS ON THE JOB AND IN THE UNION

Chaucer

A survey of labor law and Teamster rules by an expert, from the viewpoint of Teamster members. A question and answer session will follow, but time will not permit individual case reviews.

Chair: Neal Henderson, Local 25, Boston

Presenter: Paul Levy, attorney, Washington, D.C.

GETTING THE MOST FROM THE GRIEVANCE PROCEDURE

Canterbury

The basics of writing, researching and presenting your grievances, problems with both the panel system and arbitration, and how to put pressure on both the company and the union to get a favorable decision.

Chair: David Dethrow, UPS chief steward, Local 688, St. Louis

Presenters: Phil DePietro, Local 773 business agent, Allentown, Pa.

Dennis Nagle, Local 25 business agent, Boston

Rob Hickey, TDU staff, Detroit

BUILDING TDU IN YOUR AREA

Tudor

Problem solving for members who are organizing new or older chapters. Ideas that have worked in other areas, and how they might be applied in yours.

Chair: Don Stone, TDU staff, Detroit

Speakers: Gordy Teller, Local 741, Seattle

Sally Smith, Local 896, Los Angeles

Bill Bauman, Local 688, St. Louis

PREPARING FOR UNION OFFICE—UNION FINANCES AND ADMINISTRATION

Sussex

More reformers are winning local union office. Discussion of the nuts and bolts of union administration, finances, staff and structure.

Leader: Rick Smith, Local 728 organizer, Atlanta

Participants: Richard Black, Local 728 Secretary-Treasurer, Atlanta

Bill Urman, International Vice President, Minneapolis, Minn.

Bill Wright, Local 100 President, Cincinnati

CONTRACT CAMPAIGNS

Dover

An overview of old and new techniques to win decent contracts from the employers, from precontract shop-floor organizing to corporate campaigns to winning strike strategies.

Speaker: Steve Early, Communications Workers of America, Boston

YOUR LEGAL PROTECTIONS AGAINST DISCRIMINATION

Crown

A brief discussion of laws prohibiting discrimination in the workplace, including the Disabilities Act and the new Civil Rights Act.

Speakers: Sandra M. Moore, EEOC Administrative Law Judge, St. Louis

Robin Potter, attorney, Chicago

IBT POWER STRUCTURE

Oxford

An overview of how the union works, looking at the relationships between the local unions, joint councils, area conferences and the International. The power and constraints of the new IBT leadership.

Chair: Mike Ruscigno, Local 138, New York

Speakers: Tom Shay, International Vice President and Western Conference Area Director

Michael Laslett, TDU staff, Detroit

NATIONAL HEALTH CARE REFORM

York

In the United States our health care system is sick. Which reform proposals will really work? Can the Canadian system work here? A look at our health care system led by people on the front lines of the struggle to change it.

Chair: Debra McBride-Smith, Local 71, Charlotte, N.C.

Speakers: Colum Flaherty, Local 82, Boston

Dr. Daniel Wedding, Physicians for a National Health Care Program, St. Louis

COMPUTERS FOR THE RANK & FILE

Windsor (first floor)

Getting the right equipment, making your computer do what you want, communicating by computer, newsletters and more.

Speakers: Fred Veregge, Local 245, Springfield, Mo.

Brandon Weber, Union Friendly Systems, Detroit

SUNDAY WORKSHOPS

LEGAL RIGHTS OF UNION STEWARDS

Crown

The rights of stewards to obtain information from the company to investigate and support grievances. Also a discussion of Weingarten Rights and the role of the steward during investigatory interviews.

Chair: Jerry Gieg, Local 327, Nashville

Speaker: Bob Schwartz, attorney and author of "The Legal Rights of Union Stewards," Boston

REFORMING YOUR LOCAL BYLAWS

Canterbury

Many locals have their annual window of opportunity for amending their bylaws in January. The do's and don'ts of developing winning bylaw campaigns, with special emphasis on the opportunities provided by the new proposed model bylaws.

Participants: Ronnie Greene, Local 512, Jacksonville, Fla.

Diana Kilmury, International Vice President, Vancouver, B.C.

Bob McDonald, Local 492, Albuquerque

BUILDING A SUCCESSFUL LOCAL UNION LEADERSHIP

Bedford/Regency (first floor)

A discussion among local union officers on developing membership involvement and committees, successful education programs and changing the direction of a local union.

Leader: Rick Smith, Local 728 organizer, Atlanta

Participants: David Garmon, Local 728 organizing committee, Atlanta

Michael Ruscigno, Local 138 recording secretary, New York

ORGANIZING AGAINST DISCRIMINATION IN THE WORKPLACE

Dover

This "hands-on" workshop is designed to explore effective methods for combatting workplace discrimination while increasing solidarity and unity between co-workers. It will use techniques that will require involvement and participation from everyone.

Discussion Leaders: Debra McBride-Smith, Local 71, Charlotte, N.C.

John McClain, Local 988, Beaumont, Texas

Michael Savvoir, Local 41, Kansas City, Mo.

RUNNING FOR LOCAL UNION OFFICE

King James

How to run a successful campaign for local office. Proven strategies and tactics from successful candidates, campaign literature, fundraising, literature distribution and more will be covered.

Speakers: Dan Campbell, Local 486, Saginaw, Mich.

Joyce Mims, Local 728 spouse, Atlanta

Don Stone, TDU staff, Detroit

PENSION RIGHTS AND REFORM

Chaucer

Information on legal rights for members in Teamster pension and health funds. Organizing to reform the pension fund. Information on officers' pensions and who controls them.

Chair: Dale Kallenberger, Local 174, Seattle

Speakers: Tom Geoghegan, attorney, Chicago

Martha Gruelle, TDU staff, Detroit

DRUG TESTING

Tudor

A survey of the federal laws and Department of Transportation regulations covering drug testing. A comparison of your contract and the best Teamster contract language protecting workers during and after drug tests.

Chair: Pete Camarata, Local 299, Detroit

Presenters: Rick Sather, Local 638, Minneapolis, Minn.

Rob Hickey, TDU staff, Detroit

Barbara Harvey, attorney, Detroit

COMPETITIVE ECONOMICS AND FREE TRADE AGREEMENTS

Oxford

A discussion of the global economy and how it affects working people. How will the proposed North American Free Trade Agreement affect our living standards? The need to organize around this issue will continue past the presidential election, no matter who wins.

Chair: Joe Fahey, Local 912, Watsonville, Calif.

Speakers: John Riojas, International Vice President, San Antonio

Frank Thompson, University of Michigan professor, Detroit

The Year of Our Greatest Victory ... We Have Much More To Do

When we met one year ago at this same hotel in St. Louis, Mo., our main focus was the final push for the historic Teamster election of December 1991. We raised our commitment and energy level to a fever pitch, and we went out and made history!

Victor Reuther summed it up in congratulating Ron Carey after the election: "Not since the Thirties, when the CIO was born, has there been an event of such profound significance for U.S. labor as your election to the presidency of the Teamsters through rank and file membership

mobilization."

We shocked the old guard, the employers and the media, who had consistently called the Durham Slate the "front runner." When the votes were counted, we all learned a lesson in the power of an organized rank and file.

This great victory belongs to all Teamsters. It belongs to Ron Carey, who led the charge and articulated the platform. It belongs to the 15 other members of the slate, who make up a majority of the new General Executive Board.



But for TDU, this victory is especially sweet. For 15 years, TDU members built a movement made up of Teamsters willing to take a stand. We won a lot of victories, and suffered even more defeats. We educated ourselves about our rights, we got involved, and we unified ourselves into a powerful force for change.

Without the movement that TDU built, the upset victory of the Carey slate would not have happened. We made the greatest event in recent labor history possible. TDU members earned the right to celebrate long and hard.

We have much to be proud of. Our new leadership is out on the picket lines, not on the golf courses. The jet planes, multiple salaries and corruption at the International union are things of the past. New tactics are being developed and used to benefit the membership. The first national contract negotiated by the new International was ratified by over 90% of Teamster carhaulers, making headway against the cancer of double breasting.

Our new leadership is working to strengthen and unify our union, rather than enriching themselves at our expense. Instead of being the embarrassment of the labor movement, the Teamsters union is fast becoming the standard against which other unions are measured.

The Challenge Ahead

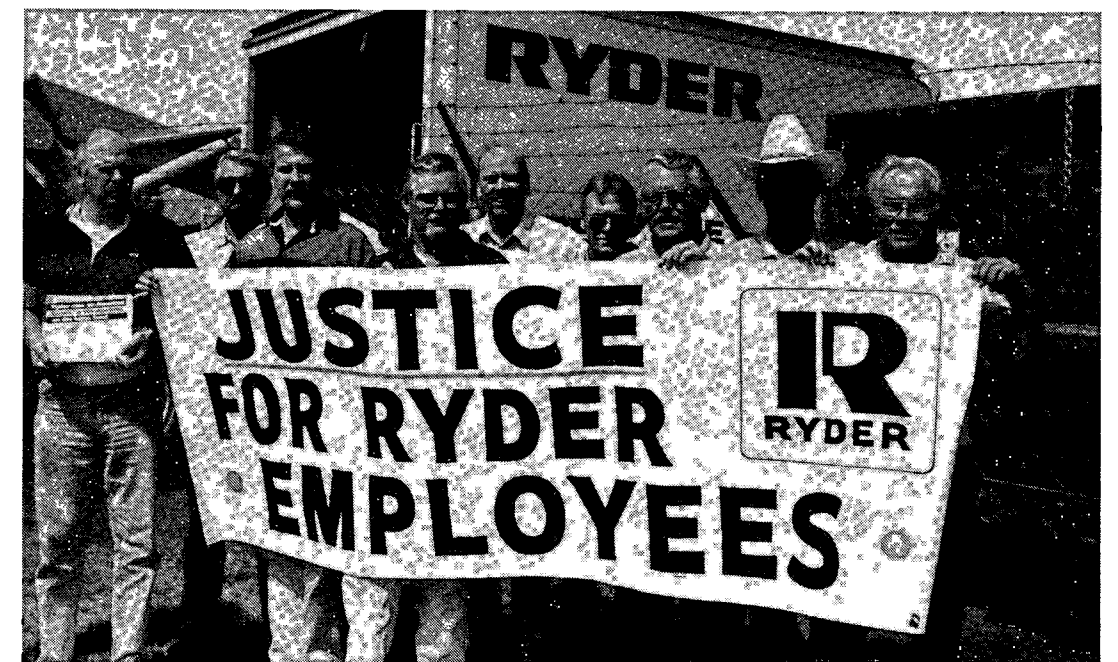
But the TDU movement was not built on the idea that one election, or a new General President, alone could transform our union. We have always known that rebuilding the Teamsters union will require an active, united membership to work hand in hand with dynamic new leaders at all levels of the union.

The victory at the International level has thrown

open the doors of change. It is up to us to walk through and continue the struggle.

We have much more to do. We have to clean house in our local unions and dislodge old guard forces from the joint councils and conferences. This is a key to helping us achieve many of our other goals, such as changing the grievance panels and pension trustees, improving union representation and organizing the unorganized. We have to reach out to the 71% of the union membership who did not vote in last year's election, including Teamsters of all races, genders, backgrounds and industries. We know that we cannot successfully take on the employers with only 29% of the membership mobilized. We have to build solidarity, educate our members and advocate new, creative ideas within the union.

Through years of hard work, TDU was in place and ready to respond to the great opportunity of last year's historic election. Now we must continue building our independent, rank and file movement so that we are prepared for the challenges, opportunities and surprises ahead.



TDU Builders

Everybody who joins and pays their dues to TDU helps to build our movement. But some members are able to give more and gladly do so. To them we give the special title of "TDU Builder."

The following members have given or pledged \$200 or more this year. The honor and respect

Phillip Adams, Local 705
Leonard Bazzini, Local 125
George Beam, Local 651
Jim Benson, Local 104
Gennaro Bifalco, Local 843
Ron Bowman, Local 20
Delmar and Sarah Bequette, Local 600
Michael Brajdich, Local 407
James S. Browning, Local 174
Dan and Deb Campbell, Local 486
David Davis, Local 633
Thomas DeLorenzo, Local 125
Louise Dillon, Local 528
Flight Attendants for a Democratic Voice (FADV), Local 2000
Gillian Furst, Local 1145
Jerry Gaimari, Local 404
Sandy Goss, Local 984
William Groves, Local 710
Chet Harty, Local 174
Bob Hasegawa, Local 174
Robert Heckwolf, Local 600
James "Don" Hurley, Local 984
Swannie Hurst, Local 89
Jackie Jenkins, Local 891
Ronald Jones, Local 651
Diana Kilmury, Local 155

we owe these people also goes to the many who donated as much, but wished to remain anonymous; to the thousands who donated smaller amounts; and to all those who gave their time and energy to build TDU, whether or not they made cash donations.

Robert Lake, Local 637
Gary Lanier, Local 355
Jack Maloney, Local 544
Bob Mattingly, Local 896
Doug Mims, Local 728
Wayne B. Moffitt, Local 82
Mike Molgard, Local 961
Tolbert Moss Jr., Local 20
Edward Ozga Jr., Local 807
Stephen Pawlowski, Local 7
O.L. Pinson, Local 568
Roy Ray, Local 961
R.L. Rickman, Local 667
Mike Ruscigno, Local 138
Edward Saucier, Local 170
Lorene Scheer, Local 206
Bill Slater, Local 315
Don G. Smith, Local 523
Raymond C. Smith, Local 600
Joe Sommers, Local 135
Leon Stefan, Local 795
Frank Stoppa, Local 512
Hank Steger, Local 988
Stephen Tait, Local 299
Lauryn Taylor, Local 287
Gordy Teller, Local 741
Jim Withrow, Local 355

TDU Constitution

Article One: Name

This organization shall be known as Teamsters for a Democratic Union.

Article Two: Object

The object of this organization is to strengthen the Teamsters union from within by building a unified movement of rank and file Teamsters that is organized to fight for rank and file rights on the job and in the union, as summarized in the Rank & File Bill of Rights. We aim to bring the Teamsters union back to the membership. We do not advocate secession from the Teamsters union, or "dual unionism" in any form whatsoever.

It shall be an object of this organization to promote the quality of working conditions and safety in the trucking industry and of Teamsters generally.

This organization shall seek to unite with all bona fide rank and file Teamster groups. With that purpose in mind, TDU will strive to develop common areas of work, a unified strategy and a coordinated leadership with any other such groups. Where such other groups have a proven strength and individual identity, they shall not be required to give up that identity. Rather, we would seek agreement on strategy and program and a leadership that would strengthen the rank and file movement.

Article Three: International Organization

This movement shall be based on individual members and on local chapters of Teamsters organized under the same name. The highest policy-making body of the movement shall be the annual convention. The movement shall elect an International Steering Committee (ISC) as the body to govern it between TDU Conventions.

Article Four: Local Organization

This organization shall build and be built upon local chapters in cities or individual union jurisdictions with elected steering committees to lead those chapters.

Article Five: International Steering Committee Responsibilities

It shall be required of the ISC that they provide leadership for the organization between conventions. The ISC shall have the power to choose administrative people to help run the organization should finances permit. The ISC is entrusted with the power to make certain that the will of the organization, as decided at the annual convention, is carried out.

The convention shall elect the International Steering Committee and three (3) numbered alternates. In the event one or more committee members are absent from an entire steering committee meeting, the alternate(s), in order, shall fill the temporary vacancy or vacancies. The alternates shall be used to fill any possible permanent vacancies that may occur in the ISC. The size of the ISC shall be set by the convention.

It shall be a particular responsibility of the ISC to:

- put out a newspaper for the organization as a whole;
- manage the organization's finances;
- keep communications going within the group and between chapters;
- support local chapters in their activities and help build and coordinate regional activities;
- coordinate campaigns as needed;
- plan the convention;
- support the work of the Teamster Rank & File Education and Legal Defense Foundation, and coordinate efforts to defend the rights of Teamster members to a job, pension and a strong and democratic union;
- raise funds.

Proposed Amendment

Article Eleven: Finances

- That one-year membership shall be raised from \$30 to \$35.
- That three-year membership be raised from \$75 to \$85.
- That the low-income, retiree and spouse rate be raised from \$15 to \$20.
- Low-income dues rate be made available to those grossing less than \$17,000 per year (formerly \$12,000).

Recommended to the convention by the TDU International Steering Committee

TDU Constitution

The International Steering Committee shall be authorized to maintain, in addition to the International office and any regional offices which may be established, a registered office in Washington, D.C., staffed by a registered agent. The ISC shall oversee the work of this office, which shall include:

- promoting the safety and quality of working conditions in the trucking industry and among Teamsters generally;
- developing new government measures concerning occupational safety and health and the enforcement of existing measures in this area;
- aiding the fight against corruption in our union;
- conducting the research and aiding the publication of educational publications on health, safety and pension rights of Teamsters.

The ISC shall be authorized to establish an Editorial Committee for TDU's newspaper. The National Organizer shall be responsible for the content of the publication and answerable to the ISC which shall set editorial policies.

Article Six: TDU Officers

Following the election of the International Steering Committee, the convention shall elect eight officers from among the ISC members for the following offices: four Co-chairs, a TDU Organizer, and three (3) Trustees. The responsibilities of the officers shall be as follows:

The Co-chairs shall chair ISC meetings. Whenever possible, they shall be the spokespersons for TDU as a whole. They shall, along with the TDU Organizer, set the agenda for ISC meetings and make other such decisions between ISC meetings, but shall not be empowered to decide on policies or programs for the group as a whole.

The TDU Organizer shall coordinate the day-to-day functions of the organization and act as spokesperson in the absence of the co-chairs.

The Organizer shall, along with the Co-chairs, set agendas and make decisions regarding the implementation of the organization's policies, but shall not be empowered to decide on the policies or programs of the group as a whole.

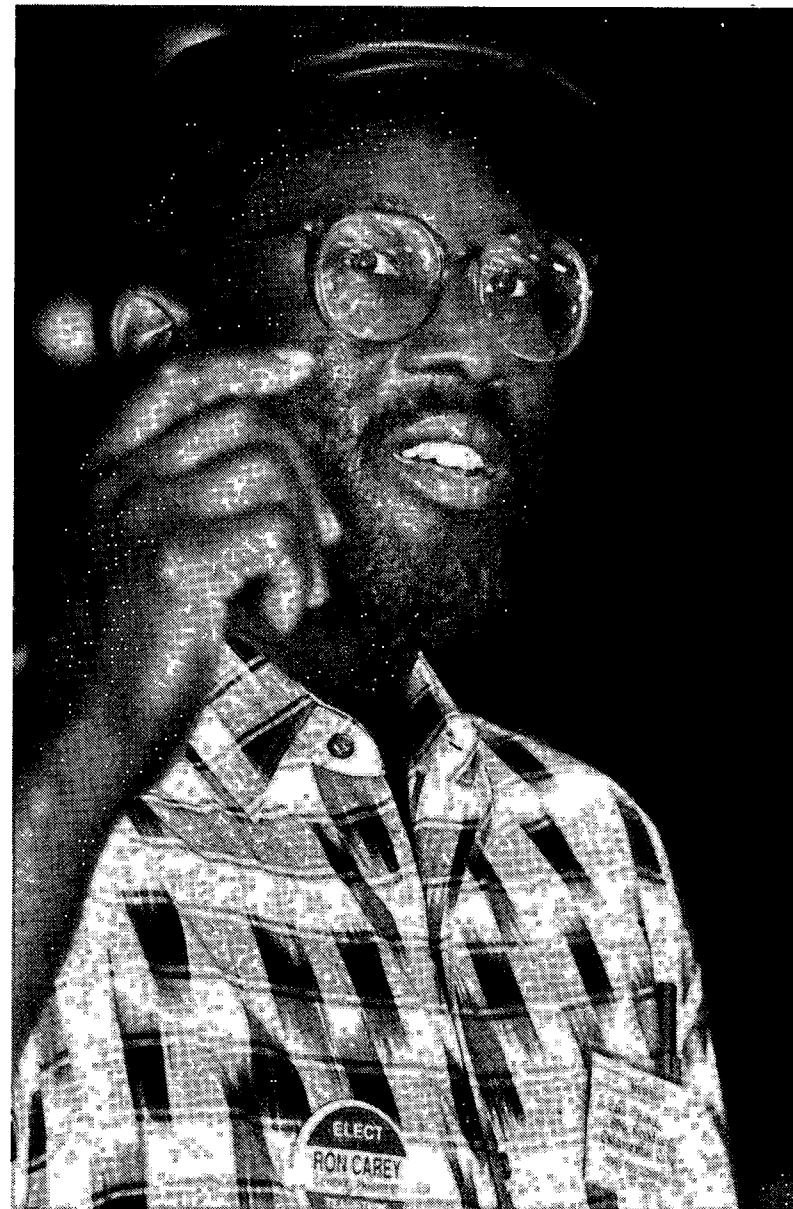
The Trustees shall meet before the ISC meetings to go over the books and financial statements, along with the accountant(s) in charge. They shall have full access to all financial records, books, receipts, and other material needed to verify the books. The Trustees shall also meet as a Financial Subcommittee, along with the TDU Organizer, to make recommendations to the Steering Committee on finances, staff and fund raising.

Article Seven: Chapter Responsibilities

Local chapters shall be active in local issues, grievances, contracts, and try to publish local newsletters or newspapers as organs of TDU. Local chapters shall be responsible for their own finances. Local chapters shall follow policies agreed to by the organization at the annual convention.

Article Eight: Individual Member Responsibilities

All individual members of TDU must pay dues. TDU is an activist organization and as such relies on TDU members to take an active part in TDU and in our union. This includes distribution of TDU literature, recruitment of members and participation in TDU activities and in our union.



Although the TDU international organization does not endorse specific local union candidates, we recognize the importance of participation in local unions and in elections by TDU members and chapters. Members who run for office are encouraged to do so in a principled manner, in support of the TDU Bill of Rights. Those who get elected are expected to continue to support and build TDU and to work for reform of our International Union. TDU will promote the highest principles of unionism among Teamster officers, and we will work to defend the rights of all Teamsters to free and fair elections.

Article Nine: Responsibilities of the Convention

It is recognized that the convention is the highest body and holds ultimate decision making power in TDU. As such, it is required of the convention that a policy and program for the coming year be decided upon for the guidance of the International Steering Committee and members and chapters.

All votes taken within this organization shall be decided by simple majority (50% + 1).

Article Ten: Membership Rights

All Teamsters and Teamster spouses are eligible to become members of TDU. However, the organization reserves the right to exclude those who are opposed to TDU or its principles. All members have a right to attend the convention. All TDU members who are in attendance have the right to full voting and discussion rights on all matters before the convention. Subject to ISC approval and discretion, individual members have the right to attend and speak in an orderly fashion at ISC meetings.

Article Eleven: Finances

Every member of TDU shall be required to pay to the TDU office dues as determined by the conventions. Dues amounts and policies shall be changed only by convention vote.

All members shall receive a subscription to the TDU newspaper. Recognizing that such a dues fee would not begin to meet our real expenses, the ISC is empowered to enact voluntary pledge and donation systems for those members who have expressed their ability to pay more than the minimum.

Article Twelve: Political Independence

TDU shall remain independent of any particular political organization. Further, no member may use the resources of this organization for his or her own political advancement. This clause is in no way intended to restrict individuals from following their own particular political ideology, but is written merely to protect TDU from being characterized as supporting one particular party or organization.

Individual members shall at all times retain their individual right to speak out publicly as an individual in support of their own political beliefs.

Article Thirteen: Amendments

This Constitution shall be amended only at TDU Conventions. Amendments shall be submitted one month in advance and mailed to local chapters for consideration as soon as possible in advance of the start of the convention. They can be mailed by any member to the TDU office. They shall be made available to the convention, and shall be voted on. Those passed by a majority (50% + 1) shall become effective immediately and be incorporated into this Constitution.

Convention Rules

I. THE CONVENTION RULES

The rules are based on *Robert's Rules of Order*, but there are some important differences. The most important is that the TDU Constitution (Article 9) provides that:

"All votes taken within the organization shall be decided by a simple majority (50% plus one)."

II. THE CONVENTION COMMITTEE

The Convention Committee should be established and accepted by the convention at the beginning of the first session. It is responsible for making recommendations to the convention for changes in the agenda. Also, at the beginning of each session, the Chairperson will propose to the convention a procedure for handling of that session. These recommendations will be voted upon by the convention.

The purpose of the Convention Committee is to help make it possible for the convention to spend as much time as possible on the issues and as little as necessary on the procedural hassles.

1. Whenever possible, all proposals to change the agenda should first be brought to the Convention Committee.

2. Any new resolution not already on the agenda should first be brought to the Convention Committee so it may make a recommendation on where the resolution should be placed on the agenda.

III. VOTING

Votes are carried out in several ways:

1. *Voice Vote.*

2. *Member Card Showing* (at the discretion of the Chair or on demand from any member).

3. *Member Card Count* ("Division of the House"). Because this takes so much of the convention's time, this will only be done when the chair finds a card showing too close to call, or when at least thirty delegates think that it is necessary.

IV. DISCUSSION

1. Unless otherwise provided, each speaker will be limited to three minutes and no speaker will speak twice on the same motion when others are waiting to speak for the first time. The chair may ask someone who has already spoken to answer a question if it would clarify things and the person who made the motion may be allowed to sum up.

2. Where no time limit for the total discussion has been proposed, the chair must propose one.

3. The discussion should be relevant to the motion on the floor.

V. MOTIONS AND RESOLUTIONS

Unless otherwise provided, the general procedure in *Robert's Rules of Order* will be followed. One motion is considered at a time. If someone makes an amendment, it

will then be discussed and voted upon before going back to the main motion or other amendment. (There may be an amendment to an amendment, but there may be no amendments to amendments to amendments.) However, when two or more motions or amendments are directed to the same point, it sometimes makes a lot more sense to discuss them together so people may compare them directly. In these cases, procedures may be proposed by the Convention Committee or chair, for approval by the convention, to consider two or more motions or amendments together.

VI. MISCELLANEOUS MOTIONS

As in all other motions, these require only a simple majority to pass. Where a motion is described as not debatable, the chair may suggest some limited discussion if there appears to be some confusion.

1. *To Table:* not debatable.

2. *To Refer* (e.g. to a committee) or *To Postpone* (to a specific time): should have limited debate (e.g. two speakers for and two against a proposal).

3. *To Reconsider:* Must be made by someone on the winning side. Should have limited debate unless the procedure is suspended.

4. *Procedural:* For suggesting a procedure to handle a certain point (e.g. to extend the time for discussion or to consider two motions together); not debatable.

5. *To End Debate and Come to a Vote* ("To call or move the question"): Must be made by someone who has not yet spoken on this motion; not debatable. Before taking the vote on ending debate, the chair should first ask for a hand showing of those who do not wish to end debate so members may make an informed decision.

VII. QUORUM

A quorum shall consist of 50% of the number of members registered for the convention. A call for a quorum may not be shouted out or interrupt a speaker, but must come after being recognized by the chair. A call for a quorum is out of order for one hour after a previous quorum call. If a quorum is lacking, the following business is still in order:

- motions about when to meet again
- motions directed toward getting enough delegates for a quorum
- motions to refer business to the International Steering Committee
- good and welfare
- motions to adjourn and recess

VIII. MISCELLANEOUS POINTS

Normally people will be recognized to speak by lining up at the microphones or in some other fair manner. There are certain occasions when it is necessary to get recognized more quickly. This is accomplished with one of these points. All may be made by shouting out. Except for "personal privilege," you may not interrupt someone while they

are talking. Following *Robert's Rules of Order*, if the chair feels an individual is abusing these points, the chairperson does not have to recognize the abuser.

1. *Point of Personal Privilege:* To be used only when there is difficulty in participating in the meeting, such as inability to hear, too much commotion, smoke, draft, etc. This point may not be used as a way of getting the floor to answer a verbal criticism if you believe you were misunderstood or misquoted.

2. *Point of Procedure:* To be used when you wish to make

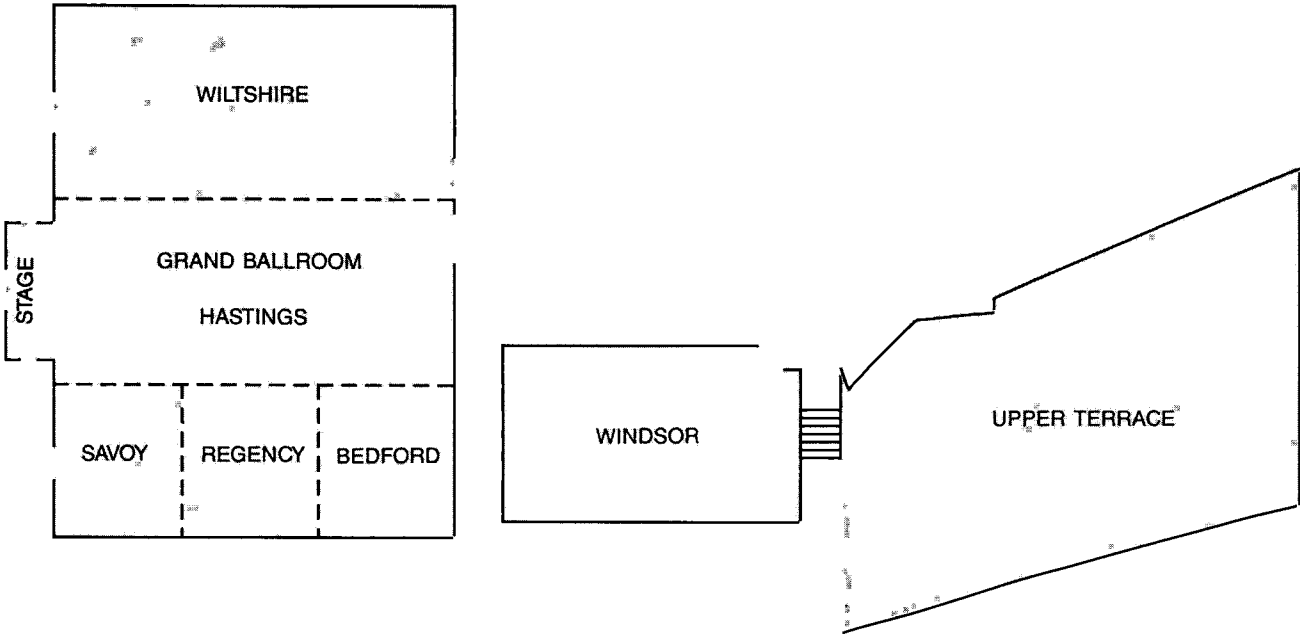
a motion to change the procedure (e.g. to propose that we have two speakers for and two against this motion).

3. *Point of Order:* To be used to call attention when it is felt that the chair or the body is deviating from the previously adopted procedure. (e.g., "Our procedure calls for our coming to a vote at this time.") May be used to challenge a ruling of the chair.

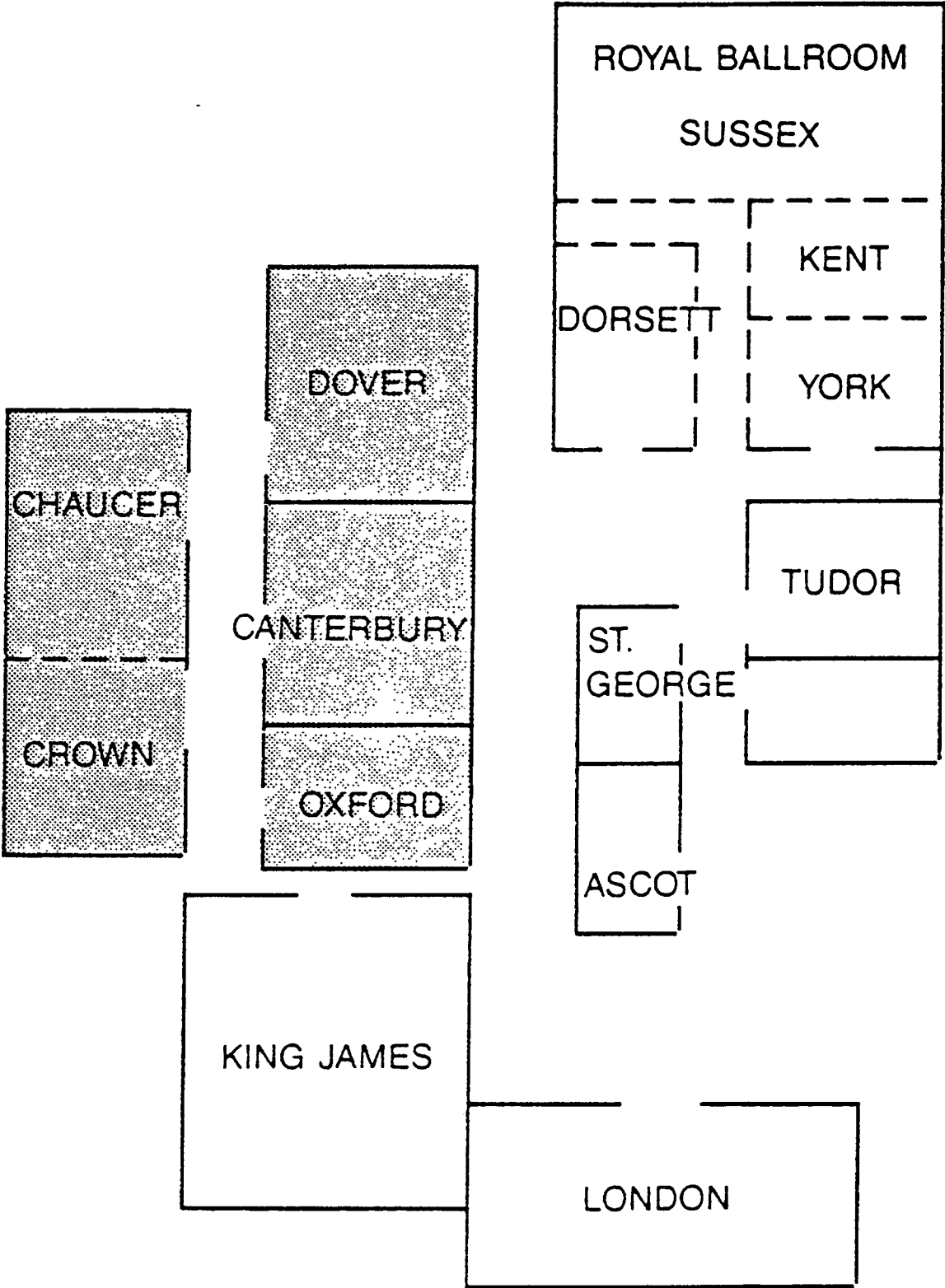
4. *Point of Information:* To ask a question of the chair. May not be used to "give information" or ask a question directly of another member.



Floor Plan First Floor



Floor Plan Second Floor



Solidarity Forever

by Ralph Chaplin

*When the union's inspiration through the
workers' blood shall run,
There can be no power greater anywhere beneath
the sun.*

*Yet what force on earth is weaker than the feeble
strength of one?*

But the Union makes us strong.

Chorus:

Solidarity Forever!

Solidarity Forever!

Solidarity Forever!

For the Union makes us strong.

*It is we who plowed the prairies, built the cities
where they trade,*

*Dug the mines and built the workshops, endless
miles of railroad laid.*

*Now we stand outcast and starving midst the
wonders we have made,*

But the Union makes us strong.

Chorus

*They have taken untold millions that they never
toiled to earn,*

*But without our brain and muscle not a single
wheel can turn.*

*We can break their haughty power, gain our
freedom when we learn*

That the Union makes us strong.

Chorus

